

Memo

TO: ALL CUPE STAFF
FROM: Vanessa A. Lysne, Human Resources Officer
DATE: August 30, 2019
RE: New CUPE Language

Please be advised the following are some changes to the newly ratified CUPE Collective Agreement. **Not all changes are listed here.**

Article 16 (f)

(vi) It is expected that casuals will be available for work and will answer dispatch calls between 6:00 a.m. and 9:00 a.m. For the purpose of this article, verbally refusing work or failure to answer the phone call from dispatch during this timeframe will result in a failure to respond.

(vii) Ten (10) failures to respond to a call from dispatch during the twelve (12) month period (July 1st to June 30th) will result in a termination of employment.

(viii) The Employer will notify the employee and the union in writing after eight (8) failures to respond that the employee only has two (2) more opportunities to fail to respond during a twelve (12) month period (July 1st to June 30th) before their name is removed from the callout list resulting in termination of employment.

(Note: this new language replaces the requirement of working 10 days in any 12 month period.)

Article 16 – NEW

After the revert period, Employees in a permanent position must give a minimum of ten (10) working days' notice to vacate a position and return to the casual list.

CONTINUED ON PAGE 2

Memo

Article 16 (f)

(iii) Casuals can be dispatched into blocks of work (more than 1 consecutive day).

Casuals assigned by the dispatcher to a block of work will be expected to complete the block in its entirety and by mutual agreement all extensions later added to the block.

Should the block be broken by the casual being unavailable for any reason other than medical, the casual loses the right to continue the block. A medical note may be requested by management.

Article 23 (e)

Employees will notify their Supervisor as soon as possible if they are to be absent from duty because of sickness, health reasons or accidents, and are required to give the Supervisor at least twelve (12) hours' notice of their anticipated return to work if the absence is five (5) days or longer.